

Job Search Knowledge Among Recent Grads & Experienced Workers

Career Research



51.62%



57.34%



Areas Most Needing Improvement

- Value and purpose of vocational interest surveys.
- Working effectively with career guidance professionals.
- Using most current search methodologies.
- Identifying one's talents and skills and linking them to examples where they were used.

Legend



Students & Recent Grads
(less than 5 years experience)



Experienced Professionals
& Skilled Workers



Percent correct in GEPA
and JSRA job search
assessments

Career Search Preparation



49.72%



57.34%



Areas Most Needing Improvement

- Creating and formatting an electronic or paper resume.
- Managing all aspects of an active career search.
- Using correct content in cover letters and emails.
- Creating complete and effectively-branded profiles on the most appropriate social networks.

Interview Preparation



26.07%



35.51%



Areas Most Needing Improvement

- Appropriate interview attire and grooming.
- Managing multiple opportunities in a career.
- Bringing the appropriate materials to an interview.
- Researching both an employer and one's interviewers.
- Preparing for different kinds of interviews.

Effective Interviewing



31.59%



37.84%



Areas Most Needing Improvement

- Answering behavioral interview questions effectively.
- Using body language effectively in interviews.
- Arriving for scheduled interviews in a timely manner.
- Answering questions directly and concisely.
- Practicing effective listening skills during an interview.

Interview Follow-Up



22.77%



30.18%



Areas Most Needing Improvement

- Developing/managing follow-up communications plan.
- Responding appropriately to letters of decline.
- Using post-interview thank yous appropriately.
- Evaluating and negotiating job offers.
- Continuing to expand one's professional network.

About this study. We analyzed more than 350,000 data points collected during 2014 and 2015 from the students, recent grads, experienced professionals, and skilled workers who completed the [Graduate Employment Preparedness Assessment™ \(GEPA\)](#) or [Job Search Readiness Assessment \(JSRA\)™](#). GEPA and JSRA are validated, correlated, and reliable instruments which measure what someone knows about the current and emerging best practices of conducting a career and job search. Diagnostic-prescriptive by design, each assessment is completed online and includes an e-textbook that explains more than 2,500 best practices. To learn more about how to use these tools to close a job seeker's knowledge gap in a higher ed, institutional, or career advising setting, please contact us at info@boyermanagement.com. Copyright ©2015 by Boyer Management Group. All Rights Reserved.